

**AGREEMENT**

**BETWEEN**

**TOWNSHIP OF BYRAM, SUSSEX COUNTY**

**AND**

**BYRAM TOWNSHIP MUNICIPAL CLERICAL EMPLOYEES,**

**MEMBERS OF**

**OFFICE & PROFESSIONAL EMPLOYEE INTERNATIONAL UNION (OPEIU), AFL-CIO, CLC,**

**Local 32**

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**JANUARY 1, 2018 THROUGH DECEMBER 31, 2021**

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### PREAMBLE

This Agreement made and entered into the date last signed below, by and between the TOWNSHIP OF BYRAM, a Municipal Corporation in the County of Sussex and the State of New Jersey, (hereinafter referred to as the TOWNSHIP) and BYRAM TOWNSHIP MUNICIPAL CLERICAL EMPLOYEES, Members of the Office & Professional Employee International Union (OPEIU), AFL-CIO, CLC, Local 32 (hereinafter referred to as UNION), is the final and complete understanding between the Township and the Union on all bargainable issues and as such will serve to promote and maintain a harmonious relationship between the Township and those of its employees who are subject to this Agreement, in order that more efficient and progressive public service be rendered.

### ARTICLE I

#### RECOGNITION

A. The Township hereby recognizes the Union as the sole and exclusive representative of all full-time, part-time, regular classified, permanent, and provisional employees under this Agreement for the purpose of collective negotiations concerning salaries, hours of work, and other conditions of employment in said negotiating unit, with the exception of management employees.

B. Any clerical title established during the term of this Agreement shall be discussed with the Union.

C. Unless otherwise indicated, the terms "employee" and "employees" when used in this Agreement refer to all persons represented by the Union in the above defined negotiating unit.

### ARTICLE II

#### SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any employee or group of

employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

### ARTICLE III

#### CATEGORIES OF EMPLOYMENT

##### Full-time Permanent Employees

All permanent full-time clerical and administrative employees are entitled to all employee benefits included in the clerical Union contract, including vacation, sick time, personal time, medical and dental insurance, disability, PERS retirement, or appropriate State retirement plan.

The normal work week for full-time employees shall consist of forty (40) hours, 8:30 a.m. to 4:30 p.m., including a forty-five (45) minute lunch. Any change in work hours will be discussed with the employees and Union.

##### Part-time Employees

Part-time employees are those working a regular schedule of less than 30 hours. Part-time employees receive pro-rated sick, vacation, and holiday time benefits, although pro-rated holiday time will be granted only if the employee's regularly scheduled work day falls on that holiday.

Part-time employees who are scheduled to work more than five (5) hours, but less than eight (8) hours, in any given day will be entitled to a thirty (30) minute lunch break.

In instances when a full-time employee is granted an official leave-of-absence, a part-time employee can be asked to work as needed for up to six (6) months.

In other cases, when deemed necessary by management, a part-time employee may work more than 30 hours per week for a period of no more than 90 days. Should this need extend beyond 90 days, the employee will be offered a full-time position with full benefits.

### Temporary Employees

Temporary employees may be full-time or part-time but may not work more than 1,040 hours in any twelve-month period nor for more than one twelve-month period. They cannot be re-employed unless they are reclassified as part-time employees. In the case of temporary workers filling in for permanent employees on leave, the temporary worker may be retained on a full-time basis if necessary for a period up to but not exceeding a single year (i.e. any twelve-month period).

Temporary employees do not receive employee benefits and are not covered under the clerical contract.

## ARTICLE IV

### OVERTIME

A. All employees shall be expected to complete their work in the time allotted for the normal working day.

B. Full-time employees who must attend regularly scheduled evening meetings will be remunerated at the rate of time and a half compensatory time off for hours worked in excess of their regular work week. Any employee scheduled by the department head, with approval of the Township Manager, to attend other special meetings not within the regular work week will be paid at the rate of time and a half their regular salary. Any employee scheduled to work a holiday or Sunday shall be paid double time compensatory time for all hours worked.

C. Part-time employees who support evening meetings will be compensated with straight compensatory time up to forty (40) hours, and time and a half compensatory time for any hours worked over forty (40) hours.

D. All employees "called out" shall receive three (3) hours minimum compensatory time.

E. All overtime and/or extra hours must be authorized by the Township Manager and specifically scheduled by the department head.

F. The Township reserves the right to determine the amount of, or need for, overtime.

G. All employees may be required to work a reasonable amount of overtime.

H. Any employee whose service with the employer terminates shall have unused earned compensation time paid to him/her upon such termination, or to the employee's legal representative/beneficiary in the event of his/her death.

## ARTICLE V

### MANAGEMENT RIGHTS

A. In order to effectively administer the affairs of the Township Government and to properly serve the public, the Township hereby reserves and retains unto itself, as a public employer, all the powers, rights, authority, duties, and responsibilities conferred upon and vested in it by Law prior to the signing of this Agreement. Without limitations of the foregoing, management's prerogatives include the following rights:

1. To manage and administer the affairs and operations of the Township.
2. To direct its working forces and operations.
3. To hire, promote, and assign employees in accordance with the Law.
4. To demote, suspend, discharge, or otherwise take disciplinary action in accordance with Law and Civil Service Rules.
5. To promulgate reasonable rules and regulations, from time to time, which may affect the orderly and efficient administration of Township Government.

B. The Township's use and enjoyment of its powers, rights, authority, duties, and responsibilities, the adopting of its policies and practices or the promulgation of rules and regulations in furtherance thereof, and the exercise of discretion pursuant thereto, shall be limited only by the terms of this Agreement and to the extent same conform to Laws of New Jersey and of the United States.

C. Nothing contained in this Agreement shall operate to deny or restrict the Township in exercise of its rights, responsibilities, and authority pursuant to the Laws of this State or of the United States.

D. The Township in conducting its affairs and employer rights and responsibilities shall comply with the New Jersey Department of Personnel regulations, the Civil Service Commission, and the law commonly referred to as "Civil Service".

## ARTICLE VI

### NON-DISCRIMINATION

Neither the Township nor the Union shall discriminate against any employee because of age, race, creed, sex, color, ethnic background or political affiliation or activities, sexual orientation or for belonging or being active in the Union.

## ARTICLE VII

### CLERICAL EMPLOYEE RIGHTS

The Township agrees to make available to the Union upon request all appropriate information pursuant to the Open Public Records Act, any such information which may be necessary for the Union to process any grievance or complaint or for negotiation purposes as per said Act.

## ARTICLE VIII

### NEGOTIATION PROCEDURE

The parties agree to commence negotiations in October of the year in which the Agreement expires.

## ARTICLE IX

### GRIEVANCE PROCEDURE

#### A. Definition



A grievance is the right to appeal the interpretation, application, or violation of this Agreement or any policy or administrative decision affecting the employee or employee organization. Employees shall have the right to grieve written reprimands through the grievance procedure up to and including the Township Manager only. Discipline which has been imposed and which involves economic loss (suspension or fine) may be grieved to arbitration. The term grievance and the grievance procedure set forth herein shall not apply in the following instances:

1. Matters which involve the interpretation or application of a Department of Personnel Rule or Regulation.

2. Matters where the municipality is without authority to act.

B. Purpose

1. The purpose of the grievance procedure is to secure equitable solutions to the problems affecting employees arising under this Agreement or to a violation of a Department of Personnel Rule or Regulation.

2. The parties agree that disputes should be resolved at the lowest possible administrative level. Thus, the parties shall encourage the informal resolution of disputes by discussion of complaints between an individual (with a Union representative, if so desired) and his/her immediate superior and only in the event that such discussion fails to produce a satisfactory adjustment of the complaint shall it be reduced to writing and submitted as a grievance.

C. Procedure

An aggrieved employee (representative) must file his/her grievance in writing with his/her immediate superior within ten (10) calendar days of the occurrence. The grievance shall state the date, those involved, the section of contract and/or the Civil Service Rule aggrieved to. Failure to act within said time period shall constitute an abandonment of the grievance.

Step 1. Once timely filed, the aggrieved employee (representative) shall discuss the grievance with his/her immediate superior. If the grievance is not resolved satisfactorily or if no resolution is made within three (3) working days by the immediate superior, the employee (representative) must present his/her grievance to his/her department head, in the event his/her immediate superior is not the department head. The procedure and the time limits for resolution at that level shall be the same as that discussed above for the immediate superior.

Step 2. In the event there is not a satisfactory resolution of the grievance at Step 1 or a decision rendered within the time provided, the aggrieved employee (representative) shall present his/her grievance in writing to the Township Manager, or his/her designee, within seven (7) working days after the response from the department head is due. Such statement shall set forth the reasons why the grievant contends the department head's decision is incorrect and shall specify the provision or provisions of this Agreement or Department of Personnel Rule alleged to be violated. The Township Manager, or his/her designee, shall review the decision of the department head, together with the statement submitted by the grievant and such other evidence as may be submitted, and shall respond to the grievant and/or representative within ten (10) working days.

Step 3. Should the grievant (representative) disagree with the decision of the Township Manager, or his/her designee, the grievant (representative) may, within seven (7) working days after the response from the Township Manager or his/her designee is due, submit to the Township Council by service upon the Township Manager, or his/her designee, a signed statement in writing as to the issue or issues in dispute. Such statements shall be filed along with:

1. Copy of the written grievance.
2. A statement of the results of prior discussions thereon.
3. A statement of the grievant's dissatisfaction with such results.

Where the grievant requests in writing a hearing before the Township Council, a hearing shall be held. If the grievant in his/her appeal does not request a hearing, the Council may consider the appeal on the written

record submitted to it, or may on its own conduct a hearing, or may request the submission of additional written material. Where additional written materials are requested, copies thereof shall be given to the aggrieved employee, who shall be entitled to have a representative at a hearing, if one is held.

The Council shall make a determination within ten (10) working days after a hearing, if one is held, or if not held, twenty (20) working days after the grievant submits the grievance to the Township Manager or his/her designee. Such determination shall be given in writing to the aggrieved employee, and his/her representative, if there is one.

Step 4. In the event the grievance is not resolved at Step 3 or a decision is not rendered by the Township Council within the time provided, the Union may elect to have the matter submitted to arbitration.

1. The arbitrator shall be selected in accordance with the rules and regulations of the Public Employment Relations Commission.
2. The arbitrator shall conduct a hearing and shall render his/her decision in writing, with findings of fact and conclusions.
3. The arbitrator shall not add to, subtract from, modify, or amend this Agreement in any way.
4. Only one (1) issue or grievance may be submitted to an arbitrator, unless the parties agree otherwise. For the purposes of this Article, a grievance involving the same fact pattern or circumstances affecting more than one individual shall constitute a single grievance.
5. The decision of the arbitrator shall be final subject to the New Jersey Arbitration Act N.J.S.A. 2A:24-1, et seq.
6. The cost of the arbitrator will be borne equally by the Union and the Township; and all other expenses incurred by either side, including presentation of witnesses, will be borne by the side incurring same.

D. Miscellaneous

1. In the presentation of a grievance, an employee shall have the right to present his/her own appeal or to designate a representative to appear with him/her at any step in his/her appeal.

2. Whenever an employee appears with a representative, the Township shall have the right to designate a representative to appear at the step of the grievance procedure.

3. In the event the Township fails to respond to a grievance in writing within the time limits specified, the failure to respond shall be construed as a negative response and the Union may proceed to the next step in the grievance procedure.

## ARTICLE X

### EMPLOYEE UNION REPRESENTATIVES

The Union shall have the right to designate such members of the Union as it deems reasonably necessary as representatives, who shall not be discriminated against due to legitimate activity. There shall be no more than three (3) designated representatives.

## ARTICLE XI

### PAY PERIODS

All employees shall be paid on a semi-monthly basis. Pay periods shall fall on the fifteenth (15<sup>th</sup>) and the thirtieth (30<sup>th</sup>) of each month. In the event the 15<sup>th</sup> or 30<sup>th</sup> falls on a weekend or holiday, the pay period would be scheduled for the Friday before or the day before the holiday.

## ARTICLE XII

### MEDICAL AND OTHER BENEFITS

A. Permanent full-time employees are eligible for medical, dental, life and disability insurance in accordance with the plans in effect and carried by the Township of Byram. Coverage shall begin the first of the month following 30 days of employment, providing that the proper application is completed and filed with the

Township. Employees accept a newly defined health/medical plan effective January 1, 2018 for all active employees and **future** retirees. Employees are required to choose between the Preferred Choice Plan, or the High Deductible (HSA) Plan.

B. Permanent full-time employees are eligible for life insurance with Standard Insurance Company. Coverage shall begin the tenth (10) of the month after thirty (30) days of employment, providing that the proper application is completed and filed with the Township.

C. Employees shall contribute towards their medical and other benefits in accordance with the requirements as set forth in Chapter 78, P.L. 2011, but in no event less than the greater of (a) one and one-half (1 ½%) percent of their base salary; or (b) if the employee elects coverage for dependants, ten (10%) percent of the cost of the premium (up to \$900).

The plans are listed here with the names of the providers that were in place at the time of the signing of this contract:

Health and Medical:	Preferred Choice Plan
	High Deductible (HSA) Plan
Dental:	Delta Dental.
Life Insurance Plan:	Standard Insurance Company.
Long-term Disability:	Standard Insurance Company.

All plans presently in existence or plans that provide in the aggregate substantially equivalent benefits shall be maintained by the Township.

D. The Township reserves the right to change any of the foregoing plans or carriers or to self-insure, provided that, in the aggregate, substantially equivalent benefits are provided. The Township will notify the Union not less than sixty (60) days prior to such change and will discuss the pending changes with the Union. In the event the Union does not agree that the new plan(s) provide(s) in the aggregate substantially equivalent

benefits, the Union may submit the matter to expedited arbitration prior to the expiration of the sixty (60) days notification by the Township for determination by an arbitrator prior to implementation of the new plan(s).

F. Upon an employee's termination, insurance coverage will be discontinued the first (1st) of the month after termination, or in accordance with the applicable state and federal law.

G. Employees hired after January 1, 2010, shall not receive post-retirement healthcare benefits paid for by the Township. Employees hired by the Township prior to December 31, 2009, who retire, shall receive during retirement all medical and dental benefits that would have been required to be paid by the Employer, had they continued in active employment, with the retiree required to contribute towards their medical and other benefits in accordance with the requirements as set forth in Chapter 78, P.L. 2011, provided that where applicable:

1. Any such payments or benefits are permitted by applicable law.
2. The employee must have been employed by the Township of Byram at the time of retirement:
  - a. With a minimum of 15 years of service and reached age 62, or
  - b. With 25 or more years of service, or
  - c. With 10 or more years of service, if retirement is caused by disability for which a disability pension of 50% or more has been approved.
3. The Township's retirement health benefits program is to be secondary to any other health insurance program for which the employee or their spouse may be eligible.
4. The employee must apply for full federal health care benefits at the earliest opportunity. The Township will provide "wrap around" coverage, if available, in lieu of the standard benefits after eligibility for federal health benefits shall be established.
5. The Township shall reimburse the retiree for Part B Medicare costs provided the premium savings for

Medicare eligible employees equals or exceeds the costs of Part B Medicare.

6. Retirees shall be required to reduce coverage options as circumstances dictate (e.g., a retiree may go from husband/wife coverage to single coverage), but may not opt for a higher level of coverage thereafter.

### ARTICLE XIII

#### HOLIDAYS

A. The fourteen (14) legal holidays observed shall be: New Year's Day, Columbus Day, Martin Luther King's Birthday, General Election Day, Washington's Birthday, Veteran's Day, Good Friday, Thanksgiving Day, Day after Thanksgiving, Memorial Day, Christmas Day, Independence Day, Labor Day, Day before or after Christmas (management's decision). When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following day, Monday.

B. Employees are required to work the day before and the day after a Holiday, unless they are on approved leave time. If an employee is sick before or after said Holiday, the Township may require a physician's note upon return to work.

C. If an employee is required to work on one of the holidays listed in paragraph A, the employee shall be paid double her/his regular pay.

### ARTICLE XIV

#### VACATIONS

A. All employees shall be granted vacation leave based upon the following schedule:

Date of hire to December of that year: one (1) day per month to end of calendar year.

First full calendar year through fourth calendar year: 12 days per year

Fifth calendar year through ninth calendar year: 15 days per year

Tenth calendar year through seventeenth calendar year: 20 days per year

Eighteenth calendar year and over:

25 days per year

B. An employee shall be allowed to carry over into the next year and for one year only, one year's vacation allowance.

C. Employees on the payroll as of January 1 of any calendar year shall on that January 1<sup>st</sup> be credited in advance with vacation entitlement in accordance with the foregoing schedule, provided, however, that if the employee works less than twelve (12) months in the calendar year, he/she is entitled to a pro-rata share of such vacation entitlement. An employee who has used more vacation time than he/she is entitled to at the time of his/her severance shall have an amount equal to his/her daily rate at the time of severance deducted from his/her final pay for each day of vacation the employee has used in excess of the number of days to which he/she is entitled.

D. An employee shall submit requests for vacation at least two (2) weeks in advance whenever possible. All requests for vacation shall be in writing and are subject to approval by the department head. Approvals and disapproval of vacation requests shall be in writing. Vacation shall be scheduled on the basis of seniority, except in cases of emergency.

E. The department head shall attempt to schedule work insofar as possible to preclude changes in the vacation scheduling.

F. Any employee whose service with the employer terminates, shall have unused earned vacation time paid to him/her or the employee's legal representative in the event of his/her death.

G. No vacation days shall be taken for less than one-half of a full day.

## ARTICLE XV

### SICK LEAVE AND DISABILITY

A. All employees shall be granted sick leave based upon the following from date of hire:

1 day per month in the first year or part thereof until January 1<sup>st</sup>.



15 days per calendar year thereafter.

No sick leave may be taken for less than one-quarter day. Employees may use a maximum of four (4) one-quarter sick days per year, and all other sick leave must be taken for at least one-half day. All unused sick leave may be accumulated from year to year.

B. An employee, upon retiring or whose service with the Township is terminated under favorable conditions, shall be paid for 50% of his/her accumulated unused sick leave up to a maximum of \$15,000.

The employee shall be compensated with this accumulated leave at his/her base rate of pay at date of retirement.

## ARTICLE XVI

### PERSONAL LEAVE

All employees shall receive four (4) personal leave days per year, to be prorated in the employee's first and last year of employment. Personal leave days can be taken in half day increments. All personal leave days need to be used within the year allocated and personal leave days are not permitted to be carried over to the next calendar year.

An employee whose service with the employer terminates, shall have unused earned personal leave time paid to him/her or the employee's legal representative in the event of his/her death. An employee who has used more personal leave time than he/she is entitled to at time of his/her severance shall have an amount equal to his/her daily rate at time of severance deducted from his/her final pay for each day of personal leave time the employee has used in excess of the number of days to which he/she is entitled.

ARTICLE XVIIBEREAVEMENT LEAVE

A. All employees shall receive three (3) paid consecutive working days leave in the event of the death of a spouse, child, parent, brother, sister, grandparent, grandchild, mother/father-in-law, brother/sister-in-law, step child or step parent. In addition, they shall receive one (1) paid bereavement day for the death of an aunt, uncle, cousin, niece, or nephew.

B. The three (3) days shall be consecutive working days to be taken within fifteen (15) days of the death. Reasonable proof of death may be required by the Township.

C. The employee shall be allowed the three (3) or one (1) day leave per incident, as set forth in Section A above, such leave being separate and distinct from any other leave time. If a death occurs during an employee's scheduled vacation time, that employee shall receive an additional one or three vacation days, based on the schedule in Section A, to be scheduled at a later date.

ARTICLE XVIIIMILEAGE ALLOWANCE

Employees required to use personal vehicles in the pursuit of proper and necessary Township business will be reimbursed at the current IRS reimbursement levels per mile.

ARTICLE XIXTUITION ALLOWANCE

The Township agrees to appropriate monies for employees who are taking courses that are job related. Employees must secure advance permission from the Township Manager. The employees must obtain proper certification or minimum "C" grade to be eligible for payment of courses taken.

ARTICLE XXLEAVE OF ABSENCE

The Mayor and Township Council may grant the privilege of a leave of absence without pay for an employee, for a period not to exceed six (6) months at any one time, provided that all earned vacation time has been used first. Such leave may be renewed for an additional six (6) months by action of the Mayor and Council. During an unpaid leave of absence, the employee shall be responsible for all costs of maintaining employee's benefits including pension. This includes reimbursement for employee/employer contributions to healthcare benefits, prescription drugs, dental benefits, contributory insurance payments, life and long term disability premiums, voluntary insurance contributions and any other premiums or payments made by the Township or employee on behalf of the employee.

ARTICLE XXIMATERNITY LEAVE

A female employee shall notify the department head of her pregnancy as soon as it is medically confirmed. A maternity leave shall be for a period of not more than one (1) year. The employee may elect to return at an earlier date, provided the employee shall be deemed medically fit to resume her position. Such leave will be granted without pay.

## ARTICLE XXII

WORKMAN'S COMPENSATION

Employees entitled to receive Workman's Compensation Insurance shall be paid their regular pay for the first six (6) months after injury on the job without charges against their sick leave, vacation time, or personal leave. However, any Workman's Compensation Insurance payments received during this six (6) month period shall be turned over to the Township. The Township will consider extending this six (6) month period upon review.

ARTICLE XXIIISALARY AND WAGES

A. All covered employees shall receive the following wage increase, which shall apply with full retroactivity:

January 1, 2018 – 2%

January 1, 2019 – 2%

January 1, 2020 – 2%

January 1, 2021 – 2%

B. The position of Deputy Registrar shall receive an annual stipend of \$1,000. This stipend is not included in base pay for calculation purposes or subject to the annual increases referenced in section A above.

C. The position of Secretary to the Planning Board shall receive an annual stipend of \$1,000. This stipend is not included in base pay for calculation purposes or subject to the annual increase referenced in section A above.

D. Prior to applying the January 1, 2018 wage increase, each of the covered employees shall receive a one-time base pay adjustment of \$500.00.

ARTICLE XXIVEXCLUSIVITY OF UNION REPRESENTATION

The employer agrees that it will not enter into any individual contract regarding the terms and conditions of employment other than this Agreement with the Union with regard to employees covered under this Agreement during the term of this Agreement.

ARTICLE XXVNEW POSITIONS, PROMOTIONS OR JOB CHANGES

Whenever a vacancy exists or a new position is created, municipality shall post the opening on the employee bulletin board to allow all clerical employees who are eligible to apply for the position.

ARTICLE XXVIMAINTENANCE OF OPERATIONS

A. It is recognized that the need for continued and uninterrupted operation of the Township's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operations.

B. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in, any strike (i.e., the concerted failure to report for duty or willful absence of an employee from his/her position or stoppage of work or abstinence in whole or in part from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out, or other job action against the Township.

C. The Union agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slow-down, or other activity aforementioned, including but not limited to publicly disavowing such action and directing all such members who participate in such activities to cease and desist

from same immediately and to return to work, along with such other steps as may be necessary under the circumstances, and to bring about compliance with its order.

D. In the event of a strike, slow-down, walk-out, or job action, it is covenanted and agreed that participation in any such activity by the Union member shall entitle the Township to take appropriate disciplinary action, including possible discharge in accordance with the applicable law.

E. Nothing contained in the Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

## ARTICLE XXVII

### JURY DUTY

Each Union member shall be allowed leave with differential pay, if required for jury duty. A written request for such leave shall be given to the Township Manager at least two (2) weeks in advance. Employees shall receive the difference between pay received for jury duty and the employee's wages for the leave period.

## ARTICLE XXVIII

### DUES CHECKOFF

Payroll deductions for dues may be made upon the submission by the Union of notification by employees authorizing the deduction of dues from pay. The Township Treasurer shall forward dues to the Union at monthly intervals. Employees shall have the right to withdraw authority for deduction of dues in accordance with New Jersey statutes, but subject to Paragraph B of this article.

Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Union within 30 days thereafter, any new permanent employee who does not join within 30 days of initial employment within the unit, and any permanent employee previously employed within the unit who does

not join within 10 days of re-entry into employment with the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in the amount equal to 85% of the regular Union membership dues, fees, and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and employer.

The Union agrees that it will indemnify and save harmless the Township against any and all actions, claims, demands, process of expenses (including reasonable attorney's fees) in any matter resulting from proper action taken by the Township in reliance upon this article.

#### ARTICLE XIX

##### FULLY BARGAINED PROVISIONS

A. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

B. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of this Agreement.

ARTICLE XXXTERM AND RENEWAL

This AGREEMENT shall be in full force and effect as of the first day of January, 2018 and shall remain in full force and effect through the 31st day of December, 2021. This AGREEMENT shall remain in full force and effect after the termination date of this AGREEMENT, unless either party gives notice in writing ninety (90) days before the termination date of this AGREEMENT of a desire to change, modify, or terminate this AGREEMENT.

IN WITNESS WHEREOF, the parties have hereunto subscribed their hands and seal this 21 day of February, 2018.

BYRAM TOWNSHIP MUNICIPAL  
CLERICAL EMPLOYEES

TOWNSHIP OF BYRAM

By: Jean Verell

By: Maria C. Gomez

By: Sharon Eastwick  
Sharon Eastwick – Bus. Mgr./Sec. Tr.

By: [Signature]

ATTEST:

[Signature]  
Murray B. Thompson

ATTEST:

[Signature]  
Doris Flynn